

## **Brief on status of AED/SMARTWork Nigeria As at June 23, 2006**

Initiated in February 2002 with public launch on January 30, 2003 the AED/SMARTWork Nigeria Program's overall development goal is to reduce the rate of HIV infection by assisting enterprises and unions in the development of workplace education and prevention programs and policies that provide for workplace protection and guaranteed human rights of individuals affected and infected by HIV/AIDS.

Since its inception, the project employs the tripartite conceptual model involving business (Nigeria Employers' Consultative Association), labor (Nigeria Labor Congress) and the government (Federal Ministry of Labor and Productivity and National Action Committee on AIDS) to make HIV/AIDS a common point of interest for discourse around the workplace.

Currently, the project is working with 15 target enterprises and 3 labor unions (apart from NLC) that employ over 20,000 people. These include BOC Gases Nigeria PLC, Cadbury Nigeria PLC, CFAO Nigeria PLC, Dunlop Nigeria PLC, Emenite Limited, Federal Palace Hotel, Flour Mills of Nigeria PLC, Mercedes Benz Anambra Motor Company (MB-ANAMMCO), National Union of Textile Garment & Tailoring Workers of Nigeria (NUTGTWN), Nigeria Breweries PLC, Nigerite Limited, Lagos Sheraton Hotel & Towers, Nestle Nigeria PLC, Statoil Limited, NICON Hilton, and also provided TA to several enterprises, government agencies, NGOs and labor unions initiating sustainable workplace HIV/AIDS programs and policies.

The fifteen enterprises have functional HIV/AIDS committees in place with many already having adopted policies while some have draft policies awaiting approval (details in table below).

Pointedly, SMARTWork has been able to organize onsite and offsite trainings for management and staff of some enterprises who have signified their interest to implement programs on workplace HIV/AIDS response and assist them with recommendations on how to set up comprehensive workplace HIV/AIDS program.

Additionally, the project has produced and distributed relevant IEC/BCC materials to enterprises, stakeholders and workplaces. Efforts at developing customized materials with clear message and referral information to access VCT and ART is at the advanced stage. The materials developed at the country level are currently under going review at the home office.

### **Tripartite Advisory Board (TAB)**

The project created a 15-member Tripartite Advisory Board (TAB) multi-sectoral advisory board composed of tripartite partners, government agency (NACA), Donor Agencies, Implementing Partners, NGOs and the media to serve as in advisory capacity to the project. The project has convened eleven quarterly meetings thus far.

### **Increased access to Voluntary Counseling and Testing services in targeted enterprises.**

Given the importance of VCT in HIV/AIDS prevention programs and to increase the number of employees and their family members that receive VCT services, the project has entered into an agreement with the Family Health International/GHAIN Project to provide onsite mobile VCT services to target enterprises and union members. The project has awarded grants to three labor unions: National Union of Textile Garment & Tailoring Workers of Nigeria (NUTGTWN), National Union of Road Transport Workers (NURTW) and the National Union of Petroleum and Natural Gas Workers of Nigeria (NUPENG) to mobilize union members for an increase in the uptake of VCT. This was based on our pilot experience we had in 2 enterprises (Cadbury Nigeria PLC and May & Baker Nigeria PLC) where over 250 workers volunteered and were counseled and tested within 3 days, following sensitization seminars.

### **SMARTWork/Journalist Against AIDS (JAAIDS) Nigeria Collaboration**

The project established collaborative efforts with JAAIDS Nigeria to assist in organizing media roundtables and produce newsletters that would address VCT, ART and stigma and discrimination and workplace intervention issues. The media roundtable was aimed at educating the media on workplace HIV/AIDS issues and support advocacy efforts to reduce stigma and discrimination against infected workers. Already two sessions have been held while the first edition of the newsletter is at final production stage.

### **Institutional Support**

In addition to the TA provided to Nigeria Labor Congress (NLC), SMARTWork is at the verge of providing the union's HIV/AIDS unit with training equipment, comprising a Dell laptop computer and an LCD multimedia projector. Prior to this, the unit has no functional electronic presentation equipment, in spite of its need to make presentations at HIV&AIDS related training workshops and seminars. This institutional support brought to two donations made to tripartite partners with the Federal Ministry of Labor & Productivity (FMLP) being the first beneficiary of a similar gesture.

### **Monitoring and Evaluation**

As part of the monitoring and evaluation plan, the project continued tracking enterprise progress using the SMARTWork Enterprise Progress Form, Technical Assistance log tools and the key Performance Assessment (KPA). The project has recently contracted the Centre for Research, Evaluation Resources, and Development (CRERD) to conduct post Employee Survey at the Sheraton Lagos Hotel and Towers. Tools and the scope of work were developed with the TA from the home office and the field exercise is scheduled for June 28-30, 2006.

### **Other Collaboration/ Partnerships**

SMARTWork is solidifying its network by strengthening its partnerships and consultations with various stakeholders. SMARTWork has actively collaborated

with officials at national and state levels of the government and NGOs as part of the support to the national response to the epidemic. The project made inputs into the National Workplace Policy on HIV/AIDS and to the strategic framework both for Lagos State AIDS Control Agency and the Nigerian Business Coalition Against AIDS (NIBUCAA). The project also took active part in the development of implementation guidelines for the national policy as well as the national partnership framework. The project is strongly represented on the National Action Committee on AIDS (NACA) Public-Private Partnership on AIDS and Lagos State AIDS Control Agency's Partners' Forum on AIDS.

### **LESSONS LEARNED THUS FAR**

- The Nigerian government continues to support the establishment of public programs on HIV/AIDS. During the public launch of the National Policy on AIDS on August 4, 2003, President Obasanjo remarked that the policy's implementation would increase awareness about the epidemic and foster behavioral change that will help control the epidemic.
- The growing HIV/AIDS rates and increased awareness about the disease is encouraging companies and labor unions to become active in this issue. SMARTWork has learned that HIV/AIDS programming must be championed by the leadership of individual companies and unions. Project partners that are having the most difficulty implementing HIV/AIDS programs and policies are those that lack management support for the issue. Those with strong management support are moving forward much more quickly and implementing workplace programs and policies.
- SMARTWork continues to involve PLWHA in its programming and as co-facilitators at workshops and presentations. This helps to give the disease a human face and may aid to reducing workplace stigma and discrimination
- The stigma attached to HIV/AIDS is often underestimated. For example, at one workplace training workshop some employee erroneously believed that the selection for training was based on the participants' HIV positive sero-status.
- The fear of being ostracized by friends and family members, losing one's job, and being penalized by society are strong disincentives that discourage workers from taking advantage of the testing, care and treatment services available to them in the workplaces.
- Most enterprises do not see themselves as being directly affected, for many; there is still no sense of urgency to institutionalize workplace HIV/AIDS responses.
- Equipping local NGOs with skills on HIV/AIDS workplace programming and policy development will assist the project to reach more enterprises.
- Bringing together business, including human resources, personnel and labor, at the in-depth workplace interventions will go a long way in educating business managers on the need to respond to HIV within the workplace environment.
- Impact analyses of HIV/AIDS on key economic sectors are needed to implement programs that mitigate the impact of the disease especially in the workplaces.

**SUMMARY OF SMARTWork PARTNER ORGANISATIONS AS AT JUNE 2006**

<b>SN</b>	<b>ORGANISATION</b>	<b>POLICY</b>	<b>PROGRAMS</b>	<b>COMMENT</b>
<b>ENTERPRISES</b>				
1	CADBURY NIG PLC	YES	YES	
2	NIGERITE	YES	YES	
3	FLOUR MILLS NIGERIA PLC	YES	YES	
4	STATOIL NIG	YES	YES	
5	CFAO	YES	YES	Policy Statement
6	MAY & BAKER	YES	YES	
7	TRANSCORP HILTON	YES	YES	
8	FEDERAL PALACE HOTEL	YES	YES	
9	NIGERIAN BREWERIES PLC	YES	YES	
10	NESTLE NIG PLC	YES	YES	
11	MB ANAMCO	YES	YES	Draft Policy
12	LAGOS SHERATON HOTEL & TOWERS	YES	YES	
13	EMENITE	YES	YES	Policy Statement
14	DUNLOP NIG PLC	YES	YES	Draft Policy
15	BOC GASES PLC	-	YES	
<b>UNIONS</b>				
16	NIGERIA LABOR CONGRESS	-	YES	
17	NUTGTWN	YES	YES	Draft Policy
18	NURTW	-	YES	
19	NUPENG	-	YES	
<b>GOVERNMENT AGENCIES</b>				
20	FEDERAL MINISTRY OF EDUCATION	YES	YES	Sector Policy
21	FED MIN OF LABOR & PRODUCTIVITY	YES	YES	National Workplace Policy
<b>SOME PROSPECTIVES</b>				
1	AFRIBANK NIGERIA PLC			
2	STEYR NIGERIA PLC			
3	SKG PHARMACEUTICALS			
4	DN MEYER NIGERIA PLC			
5	ETERNITE NIGERIA PLC			
6	NCAA, FED MINISTRY OF AVIATION			
7	NATIONAL YOUTH SERVICE CORPS			